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## OJT/Support Services Program

### EEO/DBE Section

# On-the-Job Training Support Services Program (OJT/SS)

The Federal Highway Administration (FHWA) On-the-Job Training Program requires State Transportation Agencies (STAs) to establish apprenticeships and training programs targeted to move women, minorities, and disadvantaged individuals into journey-level positions to ensure that a competent workforce is available to meet highway construction hiring needs, and to address the historical under-representation of these groups in highway construction skilled crafts. The primary objectives of OJT/SS are to increase the overall effectiveness of each STA's approved OJT program in connection with Federal-aid highway construction projects, and to seek other ways to increase the training opportunities for women, minorities, and disadvantaged individuals. In turn, OJT/SS is used to increase the participation of woman, minorities, and disadvantaged individuals in skilled and semi-skilled crafts.

The OJT/SS was established (23 CFR Part 230) to supplement the OJT Program and support STAs' training program by providing services to highway construction contractors and assistance to highway construction apprentices and trainees. Under the provision of 23 U.S.C. 140(b), the Secretary of Transportation has the authority to fund OJT/SS in an amount not to exceed \$10,000,000 annually. Under Section 5204 (e) of SAFETEA-LU, the Federal funding of the cost of activities shall be 100 percent of funds apportioned to them for the Surface Transportation Program and the Highway Bridge Replacement and Rehabilitation Program for this program. This section provides for 100 percent Federal funding if the core program funds are used for training, education, or workforce development purposes, including "pipeline" activities. Training and development include activities associated with surface transportation career awareness, student transportation career preparation, and training and professional development for surface transportation workers, including activities for women, minorities, and disadvantaged individuals. The types of services/projects eligible for OJT/SS funding include: recruitment, skills training, job placement, child care, and outreach, transportation to work-sites, post-graduation follow-up, and job-site mentoring.

The STAs are responsible for establishing procedures, subject to the availability of Surface Transportation Program and Highway Bridge Program funds, for the provision of supportive services with respect to training programs approved under 23 CFR 230, Subpart A (Equal Employment Opportunity on Federal and Federal-Aid Construction Contracts-including Supportive Services).

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## OJT/SS PROGRAM PURPOSE

It has been long standing that women, minorities, and disadvantaged individuals are under-represented in the construction industry. This particular issue gives the OJT/SS Program its purpose. Which is providing opportunities for women, minorities, and disadvantaged individuals in gaining a skillset that can be used throughout the construction industry. By providing these opportunities the construction industry and STAs will benefit immensely from the end-product of having skilled workers available for future projects.

*“.....providing opportunities for women, minorities, and disadvantaged individuals in gaining a skillset that can be used throughout the construction industry.”*

### Training Classification Examples

- Carpenters
- Concrete Finishers
- Asphalt Rollers
- Form Setters
- Traffic Control Technician
- Truck Drivers
- Painter
- Mechanic
- Welder

## ARDOT's PROGRAM OBJECTIVES

Throughout the construction industry, especially in the southern region of the U.S., there is a shortage of qualified workers. It stems from multiple reasons. In accordance with 23 CFR Part 230 the following objectives (as seen by ARDOT's OJT/SS Program) provide an idea of what is needed to combat this issue and help create and build long-term solutions.

Develop outreach services in order to increase women, minorities, and disadvantaged individual's (trainees) participation in the highway construction industry.

Ensure that equal opportunity exists in the highway construction industry.

Assist with referrals and placement of program trainees.

Provide highway construction hands-on training programs to increase the level of skills needed in the highway construction industry for trainees.

Provide skills training aimed at increasing the overall participation of trainees in the highway construction industry.

Provide resources for the trainees participating in the program.

Provide advanced skills training through construction conferences and/or workshops.

Provide certification to trainees after they complete the program with the skillset of a trained classification.



## UPCOMING EVENTS

### **OJT Supportive Services Seminar:**

Multiple events held statewide in 2022. Locations to be determined.

### **CDL Training:**

Training in the Central Arkansas Area starting in 2022.

### **Women In Stem Conference:**

April 08, 2022 (*Tentative*)

Wyndham Riverfront Little Rock

2 Riverfront Place

North Little Rock, AR 72114

### Goals of OJT Trainees

- Obtain appropriate on-the-job highway construction training
- Gain the necessary skills to acquire self-esteem and confidence as an highway construction journeyman
- Receive resources, if needed, from the program
- Acquire the necessary soft-skills to be successful after completing the program
- Receive advance knowledge of the construction industry through conferences and/or workshops
- Receive certification (a completion card or certificate) as proof of completing the OJT/SS Training Program

# Arkansas Department of Transportation

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Free language assistance for Limited English Proficient individuals is available upon request.

This notice is available from the ADA/504/Title VI Coordinator in large print, on audiotape and in Braille.

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